



## e-Alert: Monthly Labor Law Poster Updates

July 2021

### Background

Employment Poster requirements are continuously changing throughout the year. In addition to minimum wage changes, there are often state, local, and industry-specific policy changes that require poster updates. If you have one or more employees, your business is required by law to post a current State and Federal Employment Poster in a central location.

HR Knowledge monitors and tracks employment and labor law postings to keep our clients up to date and in compliance with all posting requirements.

**New!** Reduce employees' risk of COVID-19 exposure in the workplace by promoting best practices to minimize risk and ensure a healthy workplace. Employers can download free and purchase COVID-19-related posters [here](#).

### Summary

Below are recent poster changes to help employers ensure they are using the updated version of their employment posters.

- **California** – The State of California has updated the following notices:

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- The City of Berkeley, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$16.32/hour, effective July 1, 2021.
- The City of Pasadena, California, has updated their Minimum Wage notice. The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour, effective July 1, 2021.
- The City of Fremont, California, has updated their Minimum Wage notice. The updated notice reflects a minimum wage increase to \$15.00 per hour for employers with 25 or fewer employees and \$15.25 per hour for employers with 26 or more employees, effective July 1, 2021.
- **District of Columbia (D.C.)** – The District of Columbia has updated the following notices:
  - The District of Columbia Department of Employment Services has updated their Minimum Wage notice. The updated notice reflects an adjustment of the minimum wage rate to \$15.20/hour for employees who do not receive gratuities and \$5.05/hour for employees who do receive gratuities, effective July 1, 2021. The poster revision date is June 22, 2021.
  - The District of Columbia Office of Human Rights has updated their Family and Medical Leave Act During COVID-19 notice. The updated notice reflects that the temporary amendments to the District of Columbia Family and Medical Leave Act to create new job-protected leave for employee for various COVID-19 reasons have been extended through September 30, 2021. The poster revision date is June 22, 2021.
- **Illinois** – The City of Chicago, Illinois, has updated their Labor Standards notice. The updated notice reflects an adjustment of the city minimum wage to \$15.00/hour for large employers with 21 or more employees and \$14.00/hour for small employers with 4 to 20 employees, effective July 1, 2021.
- **Indiana** – The Indiana Department of Labor has updated their Teen Work Hour Restrictions notice. The updated notice reflects that 16-and 17-year-old minors may not work more than six consecutive workdays. The poster revision date is July 1, 2021.
- **Maryland** – The County of Montgomery, Maryland, has updated their Minimum Wage and Overtime Law notice. The updated notice reflects an adjustment of the county minimum wage to \$15.00/hour for large employers with 51 or more employees, \$14.00/hour for midsized employers with 11 to 50 employees, and \$13.50/hour for small employers with 10 or fewer employees, effective July 1, 2021.
- **Michigan** – The Michigan Department of Labor and Economic Opportunity has updated their Unemployment Compensation notice. The updated notice reflects that the Michigan Unemployment Insurance Agency will reinstate the work search

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requirements for unemployment benefits. To remain eligible for unemployment benefits, claimants must actively seek work and report at least one work search activity for each week they claim benefits. The poster revision date is July 2, 2021.

- **Oregon** – The Oregon Bureau of Labor Industries has updated the following notices:
  - They have updated their Breaks & Meals/Overtime & Paychecks notice. The update notice reflects revised graphics and a reformatting of text for clarity. The poster revision date is June 21, 2021.
  - They have updated their Sexual Harassment Domestic Violence Protections notice. The updated notice reflects revised graphics and a reformatting of text for clarity. The poster revision date is June 21, 2021.

## Next Steps for Employers

The HR Knowledge All-In-One poster satisfies the posting requirements for employers of all sizes, including these new postings. Displaying the workplace compliance notices informs your employees about their labor and employment rights. Failure to post required federal and state labor law notices may result in both federal and state fines. If you have any additional questions or concerns about the posting changes, please feel free to [reach out](#) to our HR team for guidance.

Employers can purchase our discounted rate All-In-One posters [here](#).

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